



भारत सरकार / GOVERNMENT OF INDIA
जल शक्ति मंत्रालय / MINISTRY OF JAL SHAKTI
जल संसाधन, नदी विकास और गंगा संरक्षण विभाग
DEPTT OF WATER RESOURCES, RD & GR



KEN BETWA LINK PROJECT AUTHORITY BYE-LAWS (RULES AND REGULATIONS)

8 OCTOBER 2025

HEAD QUARTERS

Vishveswaraiya Bhavan, Kolar Tiraha
Link Road No 3
BHOPAL (MP) 462016



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F.No.Ad-16/4/2024-E-IV/712
भारत सरकार / Government of India
जल शक्ति मंत्रालय / Ministry of Jal Shakti
जल संसाधन नदी विकास और गंगा संरक्षण विभाग / Department of Water Resources, River
Development and Ganga Rejuvenation

Shram Shakti Bhavan, Rafi Marg,
New Delhi, dated: 8.10.2025

OFFICE MEMORANDUM

Subject: Bye-Laws (Rules & Regulations) of Ken-Betwa Link Project Authority (KBLPA) - reg

The undersigned is directed to refer to BM Section's OM No.N-67035(19)/2/2024-BM dated 23.08.2024 on the subject cited above and to state that, the draft Bye-Laws, have been examined in consultation with KBLPA & IFD and approved by the Secretary (WR).

2. The approved copy of the Bye-Laws is forward herewith for further necessary action.

Encl.: As above

**Digitally signed by
Narayanan Bhattadiri K P
Date: 08-10-2025
18:06:01
(Narayanan Bhattadiri K.P.)
Under Secretary to the Govt. of India
Tel 011-23716252**

To
Shri Abhishek Gaurav,
Deputy Commissioner (BM-I)
PH: 24364473 / email:dcbm-mowr@nic.in
CGO Complex, New Delhi -03.

असाधारण

EXTRAORDINARY

भाग II – खण्ड III – उपखण्ड (i) PART II- Section 3-Sub-Section (i)

प्राधिकरण से प्रकाशित

PUBLISHED BY AUTHORITY

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No. New Delhi,.....

MINISTRY OF JAL SHAKTI NOTIFICATION

New Delhi

Ken-Betwa Link Project Authority

Bye Laws (Rules & Regulations)

..... 2025

Headquarters: Ken-Betwa Link Project Authority, Vishweshwaraiyya
Bhawan, Kolar Tiraha, Link Road No. 3, Bhopal (MP) -462016

KEN – BETWA LINK PROJECT AUTHORITY
BYE LAWS (RULES & REGULATIONS)

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1.0 SHORT TITLE & COMMENCEMENT

1.1 These shall be called the Ken-Betwa Link Project Authority (KBLPA) Bye Laws (Rules & Regulations) defining the administrative policies and norms regarding personnel employed/placed on deputation in the KBLPA offices under its jurisdiction.

1.2 These Bye Laws shall come into force with effect from the date of their notification by KBLPA, amended from time to time.

2.0 DEFINITIONS

2.1 In these Rules, unless there is anything repugnant to the subject or context hereof following definitions shall apply:

2.1.1 "Ken Betwa Link Project Authority" (KBLPA) means the Special Purpose Vehicle under Ministry of Jal Shakti (MoJS) constituted vide Government of India Gazette notification dated 09.02.2022.

2.1.2 "Appointing Authority" in relation to an employee of KBLPA means any person or authority to whom the power to make an appointment to that post in KBLPA are delegated.

2.1.3 "Steering Committee" (SC) means the committee constituted through Government of India Gazette notification dated 09.02.2022 and its subsequent amendment thereafter, if any.

2.1.4 "Chairman of Steering Committee" means the Secretary, Department of Water Resources, River Development and Ganga Rejuvenation, (DoWR, RD & GR), Ministry of Jal Shakti, Govt. of India.

2.1.5 "Competent Authority" with reference to the exercise of any powers under these Rules means any officer to whom such powers are delegated either in general or in particular.

2.1.6 “Employee” means any person appointed in Service or posted in connection with the affairs of the KBLPA on deputation/ contract (appointed by MoJS, GOI)/attachment basis but will not include a casual, part-time employee,

Consultant, and employee employed through contractor.

2.1.7 “Employee on Deputation” means an employee of some other organization who is deputed for service in the KBLPA after following the due process. It also includes members of the Authority on deputation/ appointed on contract/tenure basis by Ministry of Jal Shakti / attachment basis by NWDA / Govt. of M.P. / Govt. of U.P.

2.1.8 “Notice” means any communication in written form through post/fax/e-office /email or affixed on the notice board.

2.1.9 “The Notice Board” means the Notice Board specially maintained at a conspicuous place at or near the main entrance or entrances of the establishment for the purpose of displaying notices.

2.1.10 “Office” means Registered/Regional/Branch/Camp Offices or any other offices that the KBLPA may establish anywhere in India or elsewhere.

2.1.11 “Secretary” means Secretary, Department of Water Resources, River Development and Ganga Rejuvenation (DoWR, RD&GR), Ministry of Jal Shakti, Govt. of India.

2.1.12 “Service” means service in connection with the works and affairs of the KBLPA.

2.1.13 “Superannuation” in relation to an employee means the attainment of such age as per extant rules of the parent organization

of the employees placed on deputation. Extension of service after superannuation may be given, as approved by Competent Authority.

2.1.14 “Premature Retirement” in line with guidelines issued by Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions.

3.0 CLASSIFICATION OF EMPLOYEES

3.1 The employees of the KBLPA shall be classified as:

3.1.1 Regular employee: Regular employee means “Employee” defined under 2.1.6 and 2.1.7 of these rules.

3.1.2 “Consultants” to the Authority

Consultants appointed by KBLPA in connection with any service / work.

“Young professionals on contract”

Young professional appointed by KBLPA in connection with any service/work.

3.1.3 “Apprentice/Trainee/Intern”

A person appointed as apprentice under the Apprenticeship Act or engaged as a Trainee/Intern.

3.1.4 “Part-Time Employee”

Part-time employee means personnel who are engaged not on full-time basis.

3.1.5 “Temporary / Contractual Employee”

Temporary / contractual employee means an employee who has been engaged for a specified period or for work which is of an essentially of temporary nature, planned to be completed within a specific period.

3.1.6 “Casual/Daily Rated Employee”

(i) Casual Employee means an employee whose employment is of occasional or casual nature for a short period.

(ii) Daily Rated Employee means a casual employee engaged on daily wage rates.

3.1.7 “Deputation/ On Foreign Service”

An employee on Deputation/Foreign Service means an employee of some other organization deputed for service in the KBLPA at its request. Such deputation shall be governed by DoPT Rules.

4.0 SCOPE & APPLICATION

4.1 These Bye Laws (Rules & Regulations) shall apply to employees of KBLPA as defined in para 3.1.1. Unless expressly provided for in these Bye Laws (Rules & Regulations) to the contrary, the terms and conditions of service of KBLPA employees, their pay, increments, leave and leave salary, joining time, travelling and other allowances and other allied matters will, mutatis mutandis, be governed by extant rules of Govt. of India.

5.0 APPOINTMENTS

5.1 Appointments, if any, in KBLPA shall be as per applicable rules of the Government of India with the approval of Competent Authority.

6.0 TRAINING

6.1 Employees are liable to undergo such training/induction/refresher course(s) e-learning course for such period and undertake such examination / tests as may be prescribed by the KBLPA from time-to-time. Refusal to undergo such training/course etc. shall be deemed as dereliction of duties.

7.0 HOURS OF WORK AND ATTENDANCE

7.1 Every employee shall comply with such instructions as are issued from time-to-time relating to attendance, arrival and departure, the period and hours of work.

i) Every employee shall be at work at the time fixed and notified by the Competent Authority from time-to-time.

7.2 Attendance shall be marked according to the method prescribed by the KBLPA from time to time. Late attendance/absence will be dealt with as per the instructions issued by the KBLPA from time to time.

7.3 The employees of KBLPA shall be governed by Central Civil Services (Classification, Control, and Appeal) Rules, 1965, and its subsequent amendments if any.

8.0 HOLIDAYS

8.1 The list of festival /closed /Restricted Holidays will be notified by the KBLPA at the beginning of the year or at any time thereafter, if necessary.

8.2 The KBLPA may requisition at any time or day the services of any employee to work on weekly holidays and other holidays notified by the Government based on exigencies of service.

9.0 CHANGE OF ADDRESS

9 . 1 Every employee must furnish to the KBLPA, his residential address (both permanent and temporary) on joining the KBLPA's service and must also furnish any subsequent changes therein, within seven days.

10. SALARY

10.1 As per the extant rules of the Government of India and the concerned State Government for their employees.

10.2 The salary of the employees from state governments/NWDA shall be reimbursed by KBLPA to the concerned state govt/NWDA but the project allowance as admissible will be borne and directly paid by KBLPA.

Accordingly, Project allowance for a month due to an employee of state governments/NWDA working for KBLPA shall become payable on the last working day of each month and shall be drawn and credited to his/her authorized bank account by the KBLPA under intimation to the employee through a pay slip showing details of credits, debits and the net amount credited to his/her bank account.

Salary and allowances of employees of KBLPA, except employees from state governments/NWDA, for a month shall become payable on the last working day of each month and shall be drawn and credited to his/her authorized bank account by the KBLPA under intimation to the employee through a pay slip showing details of credits, debits and the net amount credited to his/her bank account.

For this purpose, every employee (including temporary, ad-hoc, and contract employees) on joining the KBLPA's service shall be required to intimate operational Bank Account details to the KBLPA. In case of any change, the same shall be intimated to KBLPA in advance.

10.3 Deduction from the salary of an employee shall be made for the following purposes (as and where applicable):

10.3.1 For amenities and services provided by the KBLPA on a payment basis under the relevant rules.

1 0.3.2 For recovery of advances or for adjustment of overpayments including as intimated by parent department of the employees

10.3.3 Income tax or any other statutory recoveries to be made as per the orders of the Government from time to time.

10.3.4 Deduction required to be made by orders of a Court or any other authority competent to make such orders.

10.3.5 For refund of any advance taken from the Employees Provident Fund / Contributory Provident Fund or similar funds called by any other name as may be intimated by the parent department of the employees.

10.3.6 For payment of contribution to the Employees Provident Fund/ Contributory Provident Fund or similar funds called by any other name as intimated by the parent department of the employees or any other fund sponsored or approved by the KBLPA or to comply with any statutory requirement.

10.3.7 For payment of subscription/contribution to Group Insurance Scheme or any other scheme introduced in the KBLPA and as per the rules of such scheme.

10.3.8 Damage to or loss of KBLPA's property due to negligent act.

10.3.9 Salary for the period of unauthorized absence from duty.

10.3.10 Fines or penalties imposed by KBLPA or other recoveries, such as those arising from penalties, court-ordered salary attachments, or similar obligations.

10.3.11 Deductions towards premium for Life Insurance Policy with LIC or Postal Insurance Policies.

10.3.12 Any other deduction made with the written authorization of the employee concerned

10.3.13 For the amount due to the KBLPA from an employee on any account.

11.0 PURSUING HIGHER STUDIES

11.1 On employment with the KBLPA, every employee shall inform the KBLPA, details of any courses, if any, undergoing and seek permission to continue the same if so required.

12.0 OFFICIAL TOURS

12.1 An employee shall be liable to proceed on tour in the course of official duties to any place within India or abroad as and when so required by the KBLPA, for which the employee shall be eligible for the allowance(s) as per the Rules of the Government of India.

1 2.2 In case of an urgency on account of official work, any employee can be called back on duty during holidays / sanctioned leave. However, he shall be entitled to TA / DA for joining the duty.

12.3 PRIVATE FOREIGN VISIT

The private foreign of KBLPA employees shall be governed by the extant rules of Govt. of India in this regard.

Subject to the above, the permission shall be issued by the KBLPA with the approval of the Competent Authority.

13.0 FORWARDING OF APPLICATIONS FOR OUTSIDE EMPLOYMENT

As per the extant rules of Government of India.

14.0 NO DUES

14.1 An employee leaving the services of the KBLPA on account of superannuation, resignation, retirement or due to any other reason, shall be promptly provided a 'No Dues Certificate' by the KBLPA, on clearing all the dues with KBLPA.

14.2 RETURN OF KBLPA'S PROPERTY, EQUIPMENT, ETC.

Every employee leaving the service of the KBLPA belonging to the KBLPA issued or lent to him/her in connection with his/her employment in the KBLPA. The cost of such property, equipment or tools not so returned shall be deducted from his/her pay or the amount due to him/her or recovered otherwise.

15.0 SERVICE CERTIFICATE

15.1 On receipt of a request, every employee shall be furnished with a Service Certificate for the period of his/her duties rendered in KBLPA, mentioning the duration of his/her employment in the KBLPA, posts held by the employee, pay scale of the last post held, and pay drawn by the employee.

16.0 TRANSFERS, REPATRIATION AND TERMINATION

16.1 Employees are liable to be transferred within the jurisdiction of KBLPA at the discretion of the KBLPA from one work/department/section/job to another keeping in view the exigencies of service and the suitability of the employee for the post to which transferred.

16.2 Any employee of KBLPA, either on deputation or attachment basis from NWDA, Govt. of M.P. and Govt. of U.P. shall be withdrawn

by their parent organization from the project in consultation with KBLPA.

16.3 An employee posted/deputed/attached in KBLPA may be repatriated to their parent department by KBLPA for administrative reasons at the sole discretion of KBLPA.

16.4 The services of an employee appointed on contractual basis in KBLPA shall be terminated by the competent authority in the Central Government after giving the notice for a period of one month.

17.0 CHANGE OF NAME/ SURNAME OF EMPLOYEES

As per the extant rules of Government of India

18.0 GENERAL

18.1 These Bye Laws (Rules & Regulations) may be amended, modified, altered, or rescinded by the KBLPA in public interest and in consultation with the Central Government, for smooth operation of the Authority & execution of the project, and shall take effect in accordance with the orders issued.

18.2 Notwithstanding anything contained herein above, any order issued by the Govt. of India applicable to the Government of India employees will automatically apply to the employees of KBLPA.

18.3 All amendments, modifications, alternations, or additions made to these Bye-Laws (Rules & Regulations) and any notices, orders, or instructions issued there under shall be notified from time to time through KBLPA.

18.4 The Steering Committee, for reasons to be recorded, may waive off any portion of the rules & regulations in respect of an employee, in the public interest.

18.5 In case of an ambiguity on the meaning or extent of application of any of these regulations, the decision of the competent authority thereon shall be final and binding.

18.6 In respect of matters concerning the service conditions of the employees of the KBLPA not covered by these Regulations or specific decisions of the Steering Committee, the rules and procedures set-forth in the Government of India Fundamental Rules and Supplementary Rules including the Government of India orders and decision and audit instructions therein under shall apply.

19.0 VIGILANCE MATTERS

As per extant Rules of Govt. of India

20.0 DELEGATION OF POWER

Delegated powers approved by the Central Government shall be exercised subject to such conditions and limits as may be prescribed in the resolution or authorization by the competent authority.